

APPENDIX G

FACT AND JUSTIFICATION SHEET

1. Fact Sheet On

a. Name: Puget Sound Naval Shipyard & Intermediate Maintenance Facility - proposed (Navy Working Capital Fund 00251 - actual & Mission Funded 68438 - proposed)

Location: Bremerton, WA 98314-5001 - actual (00251) & proposed (68438)

b. Name: Naval Intermediate Maintenance Facility, Pacific Northwest - actual (43751 - proposed)

Location: Naval Submarine Base, Bangor, Silverdale, WA 98315-7000 - actual

c. Name: Naval Intermediate Maintenance Facility, Pacific Northwest Detachment Everett - actual (49769 - actual)

Location: Everett, WA 98307-1200 - actual

2. Background. Consolidation of Puget Sound Naval Shipyard (PSNS) and Naval Intermediate Maintenance Facility, Pacific Northwest (NAVIMFAC PACNORWEST) is part of the Chief of Naval Operation's Regional Maintenance Plan to streamline Navy ship maintenance organization and operations.

The Commander in Chief, U.S. Pacific Fleet (CINCPACFLT) and Commander Naval Sea Systems Command (COMNAVSEASYS COM) signed the Regional Maintenance Concept of Operations for Integrating Intermediate and Depot Maintenance Activities on 27 August 1999.

a. Until such time that Mission Funding can be implemented (beginning of Fiscal Year 2003), the integrated activity will remain under dual funding claimancy, COMNAVSEASYS COM for Navy Working Capital Funding (NWC F) and CINCPACFLT for Resource Management System (RMS - Mission Funding), with COMNAVSEASYS COM as the operating agent.

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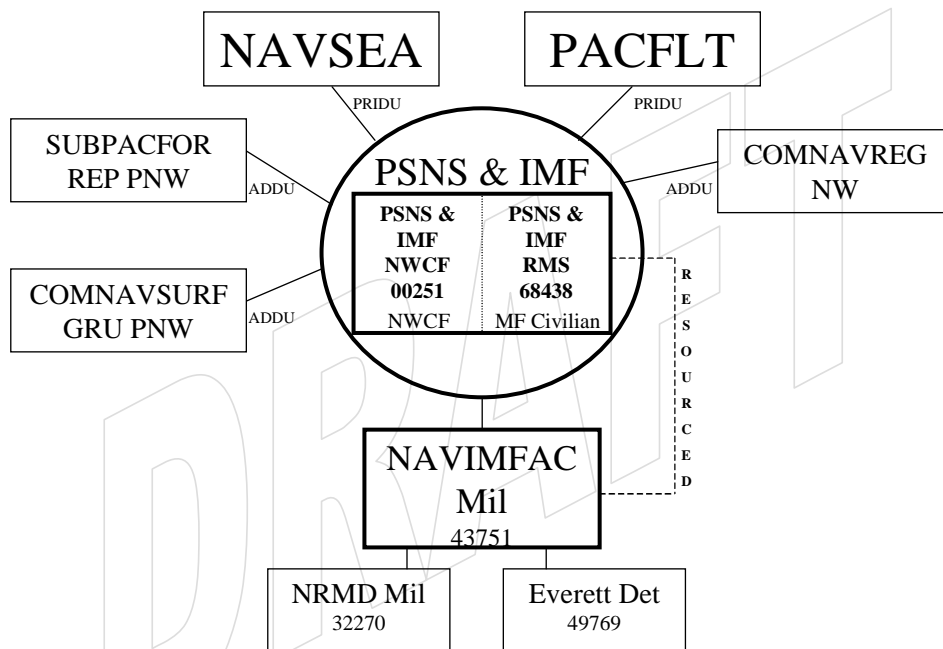
b. A review of property to be merged into the combined industrial activity will be conducted for Class 1, 2, 3, and 4 property/equipment. Transition of claimancy and property will be planned to match the appropriate budget cycle following consolidation of commands.

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3. Mission. (proposed) To provide depot and intermediate level industrial support through accomplishment of modernization, planned, corrective, and emergent maintenance, recycling, and associated maintenance to Navy ships; to execute the TRIDENT Class Maintenance Plan; to train Sailors in maintenance and repair of shipboard systems to meet the goals of Battle Force Intermediate Maintenance Activity (BFIMA) and professional development; and to perform such other functions and tasks as may be assigned by higher authority.

4. Nature of Action. Integration of PSNS and NAVIMFAC PACNORWEST. As directed by CINCPACFLT N43, both activity funding UICs will be aligned under the Commanding Officer of the integrated activity. This entails modifying the

mission of Puget Sound Naval Shipyard & Intermediate Maintenance Facility (PSNS & IMF) to encompass the existing missions of both PSNS (UIC 00251) and NAVIMFAC PACNORWEST, Bangor (UIC 68438). Commander billet under UIC 00251 becomes the Consolidated Activity Commander with overall responsibility for all UICs. Figure 1 shows the UIC relationships in the consolidated activity.



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Facility (PSNS & IMF) (Navy Working Capital Fund UIC 00251 and Mission Funded UIC 68438). Current mission funding resource authorization and civilian billets/FTEs will remain under UIC 68438 under the financial control of the consolidated activity Commander. Commander billet under UIC 00251 becomes the Consolidated Activity Commander (UICs 00251 and 68438).

b. Change the name of Base Operations Support Component (BOSC), TRIDENT Refit Facility, Bangor (UIC 43751) to Naval Intermediate Maintenance Facility, Pacific Northwest, (NAVIMFAC PNW)(UIC 43751) with the transfer of all military billets from UIC 68438. The current Commanding Officer billet in UIC 68438 transfers as Commanding Officer of UIC 43751. This UIC becomes a Major Shore Command reporting to the Consolidated Activity Commander.

c. Revise organizational structure such that CINCPACFLT is the major claimant for the RMS funded portion of the combined activity, COMNAVSEASYSCOM

is the major claimant for the NWCF funded portion and COMNAVSEASYS COM is the operating agent and technical authority for the entire activity. Upon transition to single funding the major claimant is CINCPACFLT.

d. Request effective date of 13 July 2001. The respective AMDs will be updated as soon as possible after approval of this integration request.

5. Reason for the Action. Execute the guidance of reference (a). Ultimately, when a single financial system is implemented, streamlined maintenance organization and operations will be realized.

6. Impact of the Action

The proposed consolidation will result in a single regional maintenance activity under dual claimancy of Naval Sea Systems Command and the U.S. Pacific Fleet. The new activity will work towards reducing organizational redundancies resident in the two present commands. The dual funding system (NWCF and Mission Funding) will be in effect until such time as a single funding system can be implemented (with a goal of Mission Funding beginning of Fiscal Year 2003). Personnel, however, may be assigned to work under both funding systems and it is the intent to fully integrate civilian and military workforce. While it is acknowledged that no immediate savings will be achieved, the goal is to more efficiently utilize Navy maintenance dollars as well as reduce redundancies of the two separate maintenance commands in the Pacific Northwest.

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a. Civilian Personnel

(1) UIC 00251. (inclusive of 48695 - PSNS Det Boston, 76121 - PSNS Engineering Library, 35620 - Naval Shipyard Puget Sound PWC Receiving Yard):

Number of permanent on-board employees as of 30 Mar 01: 7704

Estimated annual total civilian salaries: \$541,999K

Number of anticipated Reduction-in-Force (RIF) separations: 0

Number anticipated attrition through 30 Sep 01: 27/month

Number of employees to transfer to other activities within the area: 0

Number of employees to transfer to other activities outside the area: 0

Number of employees to be increased: 0

b. Military Personnel

(1) UIC 00251

Number of authorized officer	Officers	39	Enlisted	0
And enlisted billet allowance				
As of 1 Oct 00:				

Number of on-board officer	Officers	39	\$3,311K
And enlisted as of 30 Mar 01	Enlisted	0	\$ 0
With estimated annual			
Military salaries:			

Number of officer and enlisted	Officers	0	Enlisted	0
Billets to be transferred to				
Other activities within the area:				

Number of officer and enlisted	Officers	0	Enlisted	0
Billets to be transferred to				
Other activities outside the area:				

Number of military end strength	Officers	0	Enlisted	0
Reductions:				

Number of military to be increased:	Officers	0	Enlisted	0
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(2) UIC 68438

Number of authorized officer	Officers	19	Enlisted	601
And enlisted billet allowance				
As of 1 Oct 00:				

Number of on-board officer			\$1,763K
And enlisted as of 30 Mar 01			
With estimated annual	Enlisted	618	\$31,084K
Military salaries:			

Number of officer and enlisted	Officers	19	Enlisted	601
Billets to be transferred to				
Other activities within the				
Area (UIC 43751):				

Number of officer and enlisted	Officers	0	Enlisted	0
Billets to be transferred to				
Other activities outside the area:				

Number of military end strength	Officers	0	Enlisted	0
After transfer:				

Number of military to be increased:	Officers	0	Enlisted	0
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(3) UIC 43751

Number of authorized officer
And enlisted billet allowance
As of 1 Oct 00:

Officers 0 Enlisted 0

Number of on-board officer
And enlisted as of 30 Mar 01
With estimated annual
Military salaries:

Officers 0 \$0
Enlisted 0 \$0

Number of officer and enlisted
Billets to be transferred to
Other activities within the
Area:

Officers 0 Enlisted 0

Number of officer and enlisted
Billets to be transferred to
Other activities outside the area:

Officers 0 Enlisted 0

Number of military end strength
After transfer (from UIC 68438):

Officers 19 Enlisted 601

Number of military to be increased
(from UIC 68438):

Officers 19 Enlisted 601

(4) UIC 49769

Number of authorized officer
And enlisted billet allowance
As of 1 Oct 00:

Officers 4 Enlisted 183

Number of on-board officer
And enlisted as of 30 Mar 01
With estimated annual
Military salaries:

Enlisted 188 \$343K
\$9,456K

Number of officer and enlisted
Billets to be transferred to
Other activities within the
Area:

Officers 0 Enlisted 0

Number of officer and enlisted
Billets to be transferred to
Other activities outside the area:

Officers 0 Enlisted 0

Number of military end strength
Reductions:

Officers 0 Enlisted 0

Number of military to be increased:

Officers 0 Enlisted 0

(5) UIC 32270. Trident Refit Facility, Nuclear Regional Maintenance Facility

Number of authorized officer Officers 1 Enlisted 28
And enlisted billet allowance
As of 1 Oct 00:

Number of on-board officer
And enlisted as of 30 Mar 01 \$93K
With estimated annual Enlisted 29 \$1,459K
Military salaries:

Number of officer and enlisted Officers 0 Enlisted 0
Billets to be transferred to
Other activities within the
Area:

Number of officer and enlisted Officers 0 Enlisted 0
Billets to be transferred to
Other activities outside the area:

Number of military end strength Officers 0 Enlisted 0
Reductions:

Number of military to be increased: Officers 0 Enlisted 0

Note: All UICs included for completeness. There are no civilian or military billets associated with UICs 48695, 76121, and 35620.

c. EEO Impact

Total Number Permanent Work Force

	<u>Caucasian</u>	<u>Black</u>	<u>Hispanic</u>	<u>Other</u>
Male/Female				
00251	6059/898	128/16	151/15	389/48
68438	580/107	13/3	19/5	45/10

Total Number Affected

	<u>Caucasian</u>	<u>Black</u>	<u>Hispanic</u>	<u>Other</u>
Male/Female				
00251	6059/898	128/16	151/15	389/48
68438	580/107	13/3	19/5	45/10

d. Installation Data. Current physical installations are not affected by this action. Currently held land, plant account, maintenance and operating costs, MILCON requests/approvals, etc. remain the same for all UICs affected. A complete review of property being merged into the combined industrial activity will be accomplished to insure optimal utilization of all Class 1, 2, 3 and 4 property/equipment to eliminate redundancies between the combined activity and Commander Navy Region Northwest (COMNAVREG NW). Transfer of claimancy will be timed to match the appropriate budget cycle. In all cases the end result for support functions will be that one activity will perform the entire function for the entire Pacific Northwest.

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e. Funding. The integrated command will operate under dual funding systems (Navy Working Capital Fund/Resource Management System) until such time that a single funding system can be implemented with the goal of Mission Funding. The initial annual operating budget of the consolidated command is expected to remain essentially the same as the sum of the existing individual commands.

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7. Assistance to Affected Civilians. None required; no civilian employees will be affected with adverse action by this integration.

8. Anticipated Congressional Interest. Potential for Congressional interest exists insofar as this integration is a continuation of an effort started in Pearl Harbor, HI and is part of a plan that encompasses efforts in other regions of the country. The overall plan is detailed in the "Regional Maintenance Concept of Operations for Integrating Intermediate and Depot Maintenance Activities", signed in August 1999 by CINCLANTFLT, CINCPACFLT and COMNAVSEA. It provides guidance for the Northwest, Mid-Atlantic (Norfolk, VA) and Northeast regions.

9. Labor Organizations Affected. The International Association of Machinists and Aerospace Workers (IAM&AW) holds exclusive bargaining rights for employees of NAVIMFAC PACNORWEST. Labor Unions representing personnel at PSNS include:

- ❖ International Federation of Professional and Technical Engineers (IFPTE)
- ❖ Bremerton Metal Trades Council (BMTC)
- ❖ Planners and Estimators, Progressman and Schedulers (PEPS)

It is anticipated that the Federal Labor Relations Authority (FLRA) will be involved during FY01 to adjudicate the appropriate representation of the employees of the integrated command.

10. Administrative and Management Information Requirements

a. Abbreviated Name of Activities Affected

PSNS & IMF - proposed (NWCF UIC 00251-actual & MF UIC 68438-proposed)

NAVIMFAC PNW - actual (UIC 43751-proposed)

NAVIMFAC PNW, Det Everett - actual (UIC 49769-actual)

b. Mail Address

Commander (00251 & 68438)
Puget Sound Naval Shipyard & Intermediate Maintenance Facility
1400 Farragut Avenue
Bremerton, WA 98314-5000 (existing)

Commanding Officer (43751)
Naval Intermediate Maintenance Facility, Pacific Northwest
7000 Finback Circle
Silverdale, WA 98315-7000 (existing)

Officer in Charge (49769)
Naval Intermediate Maintenance Facility,
Pacific Northwest Detachment Everett
2000 West Marine View Drive
Everett, WA 98207-1200 (existing)

c. Status of Activities. All activities active, fully operational (existing).

d. Effective Date. 13 July 2001

e. Title of Military or Civilian Head of the Activities. Commander (00251 & 68438 proposed), Commanding Officer (UIC 43751 proposed), Officer in Charge (49769 actual)

f. Echelon of Command. CINCPACFLT is the major claimant for the RMS funded portion of the combined activity, COMNAVSEASYS COM is the major claimant for the NWCF funded portion. COMNAVSEASYS COM is the operating agent, technical authority and reporting senior for the entire activity. The consolidated activity commander will report ADDU to the Commander Navy Region Northwest (CNRNW) for regional interface matters, Commander Submarine Force Representative Pacific Northwest (COMSUBFOR PACNORWEST) for submarine maintenance matters, and Commander Naval Surface Group Pacific Northwest (COMNAVSURFGRU PNW) for the surface ship maintenance matters.

49769, 32270 (existing) . 00251, 48695, 76121, 35620, 68438, 43751,

h. Area Coordination

Area Coordinator Commander in Chief, U.S. Pacific Fleet
(68438, 43751, 32270, 49769)
Commander, Naval Sea Systems Command
(00251, 48695, 76121, 35620)
Regional Coordinator Commander, Navy Region Northwest
Local Coordinator Commander, Navy Region Northwest

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NCPACFLT
3 . PSNS . PSNS & IMF -
NWCF . CNRNW
4 PSNS & IMF -
NWCF
68438:
1 . CNO . . CNO . . CNO
2 . CINCPACFLT . CINCPACFLT .
CINCPACFLT
3 . COMSUBPAC . PSNS & IMF -
MF . CNRNW
4 . COMSUBRON 17 PSNS &
IMF - MF
5 . NAVIMFAC PNW
43751: 1 . CNO . . CNO . . CNO
2 . CINCPACFLT . CINCPACFLT .
CINCPACFLT
3 . COMSUBPAC . PSNS & IMF -
MF . COMSUBPAC
4 . COMSUBRON 17 . NAVIMFAC
PNW . . COMSUBFOR PAC NW REP
<#>NAVIMFAC PNW . . . PSNS &
IMF - MF
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BRIEFING SHEET

1. Name and Location of Activity

- a. Name: Puget Sound Naval Shipyard & Intermediate Maintenance (Navy Working Capital Fund 00251 - actual & Mission Funded 68438 - proposed)
Location: Bremerton, WA 98314-5001 - actual (00251) & proposed (68438)
- b. Name: Naval Intermediate Maintenance Facility, Pacific Northwest-actual (43751 - proposed)
Location: Naval Submarine Base, Bangor, Silverdale, WA 98315-7000 - actual
- c. Name: Naval Intermediate Maintenance Facility, Pacific Northwest Detachment Everett - actual (49769 - actual)
Location: Everett, WA 98307-1200 - actual

2. Nature of Action. Integration of Puget Sound Naval Shipyard (PSNS) and Naval Intermediate Maintenance Facility, Pacific Northwest (NAVIMFAC PACNORWEST). As directed by CINCPACFLT N43, both activity funding UICs will be aligned under the Commanding Officer of the integrated activity. This entails modifying the mission of Puget Sound Naval Shipyard & Intermediate Maintenance Facility (PSNS & IMF) to encompass the existing missions of both PSNS (UIC 00251) and NAVIMFAC PACNORWEST, Bangor (UIC 68438). Commander billet under UIC 00251 becomes the Consolidated Activity Commander with overall responsibility for all UICs. Following specific actions are required:

- a. Transfer the NAVIMFAC PACNORWEST, Bangor Unit Identification Code (UIC 68438) to the consolidated command, with the name of Puget Sound Naval Shipyard & Intermediate Maintenance Facility (PSNS & IMF) (Navy Working Capital Fund UIC 00251 and Mission Funded UIC 68438). Current mission funding resource authorization and civilian billets/FTEs will remain under UIC 68438 under the financial control of the consolidated activity Commander. Commander billet under UIC 00251 becomes the Consolidated Activity Commander (UIC 00251 and 68438).
- b. Change the name of Base Operations Support Component (BOSC), TRIDENT Refit Facility, Bangor (UIC 43751) to Naval Intermediate Maintenance Facility, Pacific Northwest (UIC 43751) with the transfer of all military billets from UIC 68438. The current Commanding Officer billet in UIC 68438 transfers as Commanding Officer of UIC 43751. This UIC becomes a Major Shore Command reporting to the Consolidated Activity Commander. The mission of NAVIMFAC PACNORWEST remains the same. Civilians will be resourced to NAVIMFAC PACNORWEST.
- c. Revise organizational structure such that CINCPACFLT is the major claimant for the RMS funded portion of the combined activity, COMNAVSEASYSCOM is the major claimant for the NWCF funded portion and COMNAVSEASYSCOM is the operating agent and technical authority for the entire activity.
- d. Request effective date of 13 July 2001. The respective AMDs will be updated as soon as possible after approval of this integration request.

3. Savings and Costs

a. While it is acknowledged that no immediate savings will be achieved, the goal of the consolidation is to more efficiently utilize Navy maintenance dollars through elimination of redundancies, improving processes and establishing a single funding system.

b. Integrated command manning will initially equal that of the two individual commands. All civilian billets and funding will remain with existing UICs but will be integrated under the control of the Commander of the combined activity, PSNS & IMF. Military billets from UIC 68438 (19 Officers and 601 enlisted) will be transferred to UIC 43751 which will become a Major Shore Command reporting to the Commander of the combined activity, PSNS & IMF.

c. Implementation costs will occur as processes and support infrastructure are integrated. These costs result from changes not yet identified and therefore cannot be estimated. However, until one funding system is established these implementation costs are expected to be significant.